



## *SADTU CONSTITUTION AS AMENDED 2014*

# Outline

- ❖ Definition
- ❖ Purpose
- ❖ Structures
- ❖ Powers
- ❖ Discipline- DP
- ❖ Finance policy-NT
- ❖ Traditions
- ❖ Code of Conduct



# What's the Purpose of the Union

- ❖ Representation
- ❖ Advocacy





“"There is no place for [the Bantu] in the European community above the level of certain forms of labour ... What is the use of teaching the Bantu child mathematics when it cannot use it in practice? That is quite absurd. Education must train people in accordance with their opportunities in life, according to the sphere in which they live."

*– HF Verwoerd, minister of native affairs*



“"I have not consulted the African people on the language issue and I'm not going to. An African might find that 'the big boss' only spoke Afrikaans or only spoke English. It would be to his advantage to know both languages."

*–Punt Janson, Deputy Minister Of Bantu Education*

The main architect of Bantu education, Dr. H.F.Verwoerd asserted in his speech presented before the Senate of the Parliament of the Union of South Africa that,

“where possible the various types of schools now in existence must be controlled by whites, in co-operation with bodies composed of Bantu members.

–HF VERWOERD



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# Definition

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A set of

- ❖ Fundamental principles
- ❖ Established precedents -

According to which our Union is governed

These rules together constitute what, the Union is





# Aim

- ❖ to eradicate all forms of discrimination in education and
- ❖ to strive towards a free and democratic system of education in South Africa.
- ❖ to overcoming the serious legacies of apartheid education, and
- ❖ to launch a transformative programme of national reconstruction and development.



" "Sometimes people hold a core belief that is very strong. When they are presented with evidence that works against that belief, the new evidence cannot be accepted. It would create a feeling that is extremely uncomfortable, called cognitive dissonance. And because it is so important to protect the core belief, they will rationalize, ignore and even deny anything that doesn't fit in with the core belief."

—FRANTZ FANON

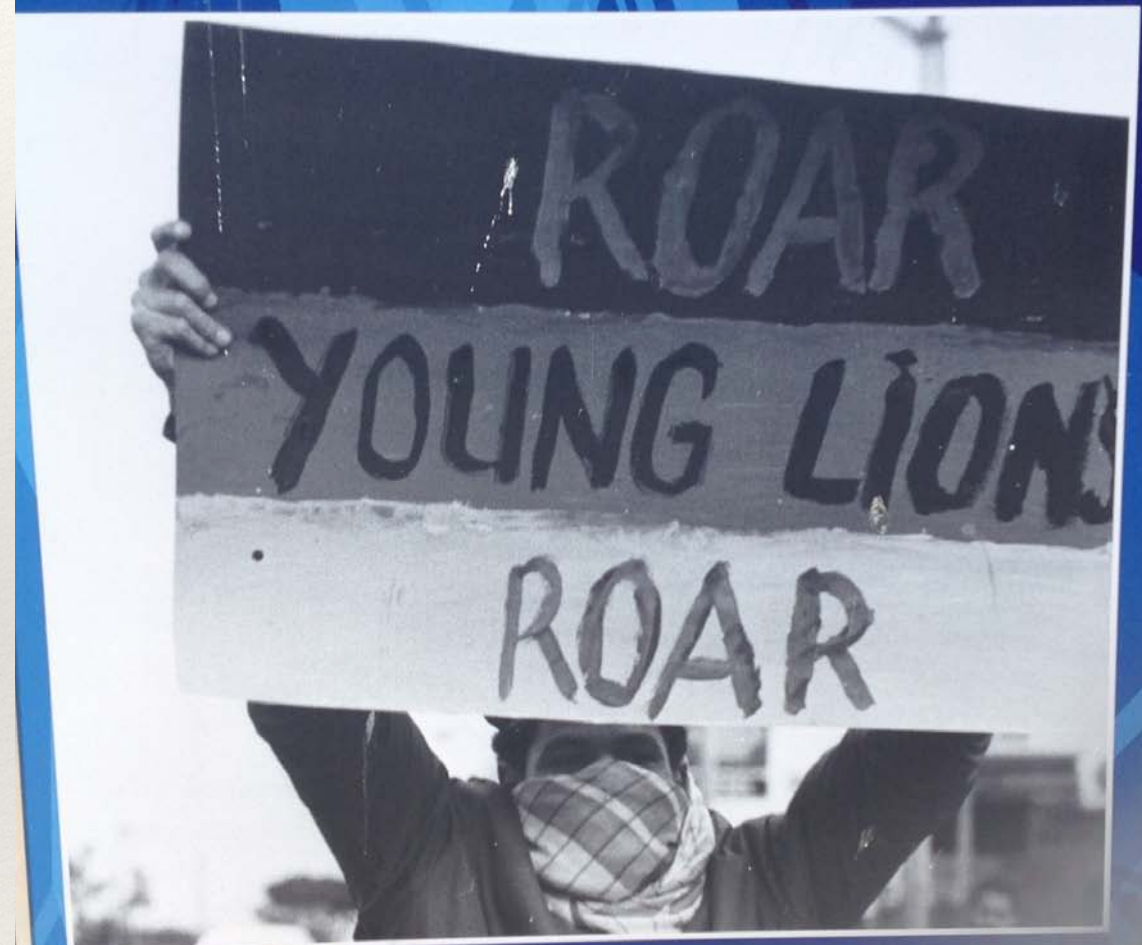


# Purpose of the Constitution

Creates, maintains

- ❖ Hierarchy / Protocol
- ❖ Uniform organizational discipline
- ❖ Minority subordinated to majority
- ❖ Individuals to organization
- ❖ Lower structures to higher structures
- ❖ Limits powers
- ❖ Structures

D-section was known as the Namibia section because it held mostly Namibia group of underage South Africans. After the Namibians release in 1985 some



An ANC Youth League supporter during the height of protests against the apartheid government. Roar young lions, roar was a popular slogan of the Youth League.



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## At this point let's hear what Chairman Mao says

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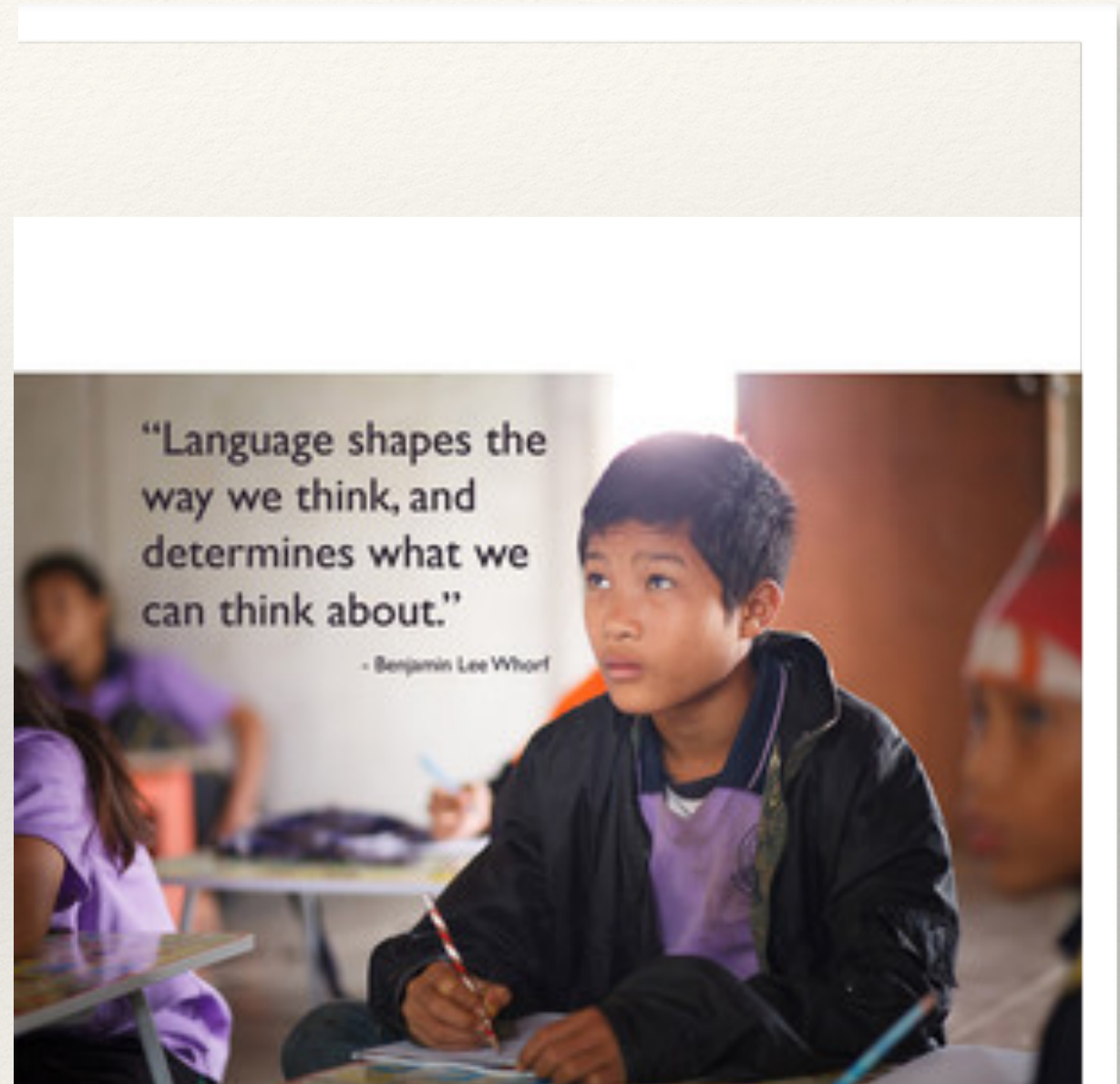
“Within the ranks of the people, democracy is correlative with centralism and freedom with discipline. They are the two opposites of a single entity, contradictory as well as united, and we should not one-sidedly emphasize one to the denial of the other. Within the ranks of the people, we cannot do without freedom, nor can we do without discipline; we cannot do without democracy, nor can we do without centralism. This unity of democracy and centralism, of freedom and discipline, constitutes our democratic centralism. Under this system, the people enjoy extensive democracy and freedom, but at the same time they have to keep within the bounds of socialist discipline.”



# What is then an organization

An organisation

- ❖ is a body of people- not one person acting alone-
- ❖ who share common purpose and goals and
- ❖ have an organisational structure
- ❖ Implied in the structure is that we must perform certain functions assigned to us that
- ❖ ADVANCE the purpose of the organisation
- ❖ This is what we call solidarity which is the opposite of anarchy or disorganization
- ❖ In joining and remaining in an organisation involves important considerations such as whether one trusts, believes in, agrees with and understands the organisation's purpose and goals.





# Structures

- ❖ National Congress
- ❖ National General Council
- ❖ National Executive Committee
- ❖ NWC
- ❖ Provincial Conference
- ❖ Provincial General Council
- ❖ Provincial Executive Committee
- ❖ PWC
- ❖ RTGM
- ❖ REC
- ❖ BTGM
- ❖ BGM
- ❖ SSC
- ❖ BEC
- ❖ Site Committee





# Powers and Functions

Any constitution has this huge responsibility to limit powers in order to create certainty and protects its unity

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## **7.8 Code of Discipline (Annexure A)**

All members, including Office Bearers, shall be subject to the SADTU Code of Discipline, which shall be determined by the NEC from time to time, and also to any disciplinary processes or sanctions defined in such Code.

7.8.1 If in the opinion of the NEC, an office bearer who serves on the NEC has behaved in a manner which is detrimental to the interest of the union and its members, it may resolve:

7.8.1.1 to remove him or her from office; or

7.8.1.2 to impose such penalty as it sees fit.

7.8.2 When disciplining an office bearer the NEC must follow the disciplinary code and procedure.

7.8.3 The individual concerned may appeal against such decision (which must remain in force until the appeal is determined).





## **10.5 Branch Executive Committee (“BEC”)**

- 10.5.1 The BEC shall administer the affairs of the Branch and shall meet at least once every month.
- 10.5.2 The BEC shall be responsible for the supervision and co ordination of the activities of SEC’s in the Branch through the SSC;
- 10.5.3 Meetings of the BEC shall take place on dates and at times fixed by the Secretary in conjunction with the Chairperson. Members of the BEC shall be notified in writing of the date, time, place and business of the meeting.
- 10.5.4 A majority of BEC members shall constitute a quorum. If within half an hour of the time fixed for a meeting, the meeting is not quorate, the meeting shall stand adjourned to an agreed date, time and place. A written notice of the adjourned meeting shall be given to all members of the BEC.





consider and decide upon:

- (a) confirmation of the agenda;
- (b) credentials of delegates;
- (c) amendments to the constitution, codes of ethics, codes of discipline and standing rules;
- (d) reports from the National General Council, National Executive Committee and National Office Bearers;
- (e) financial reports including the auditors' reports; resolutions;
- (f) election of National Office Bearers;
- (g) establishment of portfolios as formal structures of the Union; and
- (h) any other matter entrusted to it under this Constitution or which is in the interest of the Union.



### **13.3 National Executive Committee (“NEC”)**

- 13.3.1 The management of the affairs of the Union shall vest in the NEC.
- 13.3.2 The composition Of the NEC shall be the National Office Bearers and the Chairperson and Secretary of each Province.
- 13.3.3 The NEC shall meet at least once every three months on a date to be fixed by the General Secretary in consultation with the President. Meetings of the NEC shall be convened on written notice of the date, time, place and business of the meeting. A majority of Provinces present shall constitute a quorum. If within one hour there is no quorum, the meeting stands adjourned to an agreed date, time and place. A written notice of the adjourned meeting shall be given to all Provinces. If at least three Provinces deem it necessary to call an emergency meeting of the NEC, then they have a right to request that such meeting be convened at the earliest possible date.





13.3.4 Subject to the provisions of this Constitution, the NEC shall have the power to:

- (a) suspend, discipline and dismiss any employees or member of the Union including the General Secretary and to determine their remuneration and to define their duties;
- (b) appoint sub-committees for the purpose of investigating, reporting or administering any structure of the union or duty referred or delegated to it by the NEC, and to dissolve such sub-committees
- (c) determine any matters of procedure relating to the administration of the affairs of any structure placed under administration.
- (d) review the decisions of the Provincial Conferences, Provincial General Councils, Provincial Executive Committees, Regional Triennial General Meeting, Regional Executive Committees and Branch Meetings and to confirm or reverse such decisions;
- (e) execute Union policies and programmes as decided by the National General Council and National Congress.





- (f) institute or defend legal proceedings by or against the Union or individual members in relation to their employment or in furtherance of any of the aims and objects of the Union provided that it is not inconsistent with any matter specifically provided for in this Constitution;
- (g) on request, authorise any Province, Region or Branch so requesting to institute or defend legal proceedings by or on behalf of or against the union or against or individual member in relation to their employment or in furtherance of any of the aims and objects of the union provided that it is not inconsistent with any matter specifically provided for in this Constitution;
- (h) acquire by purchase, lease or otherwise any moveable and immovable property and to hold the same on behalf of the Union and to sell, mortgage or otherwise deal with or dispose of any moveable or immovable assets of the Union provided that no immovable property shall be acquired, sold, mortgaged, let or leased for a period of longer than five years unless four weeks' written notice of intention to do so





- has been given to each Province, Region and Branch of the Union;
- (i) operate banking accounts on behalf of the Union, to control the funds and finances of the Union and to allocate funds to Provinces, Regions and Branches;
  - (j) establish or close down Provinces and to define the areas of jurisdiction of Provinces;
  - (k) dissolve or suspend PEC, REC or BEC for action contrary to the terms of this constitution or to the policies or decisions of the National Congress, NGC or NEC;
  - (l) to place any PEC, REC, or BEC under administration which include amongst others, taking over the management or administration or financial affairs of the Province, Region or Branch until such other Committees are elected or purpose for which the structure was placed under administration is completed;
  - (m) decide on all matters of procedure on which this Constitution is silent;
  - (n) assess and determine the status of Office Bearers and the need for full time officials at all levels of the





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# Roles and Responsibilities

- ❖ Allocating responsibilities in terms of the Constitution and Organogram/ Organizational Structure





**“No two languages are ever sufficiently similar to be considered as representing the same social reality.”**

**- Edward Sapir**







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Thanks  
Asante  
Ndza Khensa

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Unity and Cohesion of  
SADTU is Sacrosanct